



All-one-team
CE Newsletter
 Interim Chief Executive

19 November 2019



Staff Recognition Awards 2019



Cutting the Staff Recognition Awards cake with Board Chair Sally Webb and Medical Director Dr Hugh Lees, at the Tauranga event.



Staff and whānau enjoying the Whakatāne event.

A highlight of my first week as Interim CE has been the Staff Recognition Awards ceremonies in Tauranga and Whakatāne.

As healthcare professionals our focus is always on our patients and their whānau and that is of course as it should be, and is consistent with our CARE values. But what I love about the Staff Recognition Awards is that focus is turned around, albeit briefly, on our wonderful devoted staff, all of you, who give so selflessly of the most precious commodity there is, your time.

The awards recognise staff with over ten years service. The longest serving staff member recognised this year had served 61 years in Whakatāne, with our longest serving Tauranga staff member recognised for 47 years.

Across the Bay of Plenty, longstanding team members have provided 5,954 years of service to our community! What an amazing contribution.

Those being recognised in Tauranga came from 96 different roles and were part of over 129 departments which speaks to the wide range of diversity that we have across the Bay of Plenty health system.

Patient Safety Week 2019

I wanted to talk briefly about this year's Patient Safety Week which had the thought-provoking theme of 'unconscious bias' and its impact on delivery of healthcare services.

There were a variety of promotional activities held throughout the week and it was great to see everyone so engaged. One of these events was the Grand Round hosted by unconscious bias expert Anton Blank. There was a great turnout and a lot of good discussion about unconscious bias and ways that we can all respond to our own bias.

Amongst other things, Anton presented some great tools for health professionals to utilise every day in their practice; ways in which to explore whether they have biases and ways to work with patients to help manage that if they do.

The Health Quality and Safety Commission (HQSC) has produced short videos covering three separate modules on unconscious bias. These are:

- Understanding and addressing bias in health care.
- Te Tiriti o Waitangi, colonisation and racism.
- Experiences of bias.



I would encourage everyone to take a look at these modules and think about and what they can take from them to inform their own practice. The link to these videos is given here:

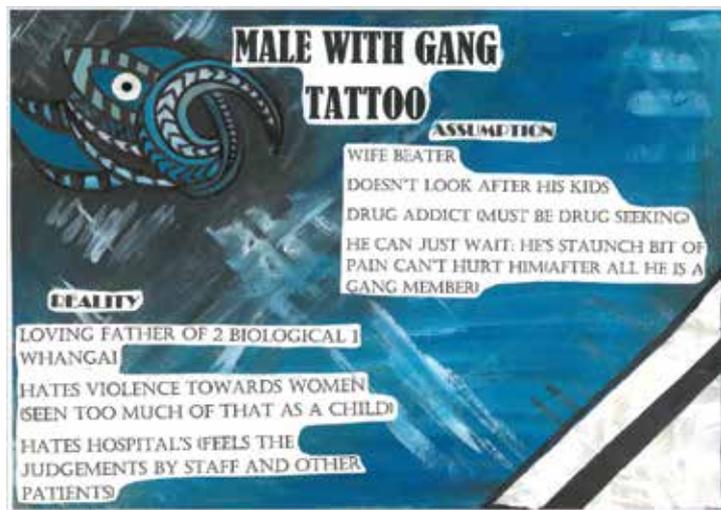
<https://www.hqsc.govt.nz/our-programmes/patient-safety-week/publications-and-resources/publication/3866/>

The week's unconscious bias theme has strong links to our Creating our Culture work and also the focus we have as an organisation on improving Māori health outcomes.

Poster competition



Congratulating Tauranga poster competition winner Jo Holmes.



Jo's winning entry.

To celebrate Patient Safety Week we also ran a poster competition for our staff, asking them to create posters using their thoughts on, and experiences of, unconscious bias. The entries were then judged against criteria including relevance to theme, originality, impact and overall design/presentation. A selection of the entries were also displayed in the hospital corridors of both sites.

I want to personally thank everyone who entered for their efforts, there were some truly creative and impressive posters. We had a main winner for both Whakatāne and Tauranga, who both won \$250 Noel Leeming vouchers. I'm pleased to announce those two winners are:

Tauranga: Social Worker, Case Manager Community Mental Health, Jo Holmes

Whakatāne: Medical Ward Nursing Team Registered Nurse, Jay Pregonero



Whakatāne poster competition winner Jay Pregonero receives his prize.



Above: Jay Pregonero's winning entry.

BOPDHB staff e-bike and normal bike offers

I would like to get right behind this opportunity for any staff considering biking to work. There are now some great discounts being offered to staff by local bike retailers in Tauranga, Mt Maunganui and Whakatāne, as part of the BOPDHB Travel Plan.

If you are looking to buy a bike, or upgrade an existing bike, or buy an e-bike look into what has been negotiated.

To check the details and the names of the participating stores go to **OnePlace**, or contact **Thomas Larkin** or phone ext 8034.



And a final word from Helen Mason

Finally I am going to let our outgoing CE Helen Mason have the last say as her parting gift to you all. Helen was unfortunately unable to say her own personal farewells due to ill health though she is currently on the road to recovery. The below is part of a speech she had prepared for the Staff Recognition Awards.

“I’d like to wrap-up this introduction by saying just how incredibly humbling it is for me to be part of a team with people of the calibre and dedication here today. I’m proud to lead an organisation where so many people show up every day in every way, engaged in making positive change, improving the services we provide to our communities, and caring for our people.

“Today is about celebrating your wonderful contribution with our friends, family and colleagues. You can all be justifiably proud. Thank you to all your families, friends and colleagues who have supported you through your



years of service. Working in health isn’t often easy, and that support is extremely important. We acknowledge it and thank you for providing it.

“Thank you, thank you, thank you from the bottom of my heart, today is your day, these awards are your awards, and please enjoy them, you so richly deserve it. I’ll finish now, so that we can get on with the important business of honouring you.

As I step away from the BOPDHB, I’ll leave you with my farewell wish for all of you:

Kia hora te marino

Kia whakapapa pounamu te moana

Kia tere te karohirohi i mua i to huarahi

May the seas be calm

May the shimmer of summer glisten like greenstone

May it dance across your pathway.’